

The Moderating Role of Family Hardiness and Collective Efficacy in the Relationship of Work-Family Conflict with Occupational Success and Job Well-Being

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Abstract

The aim of this study was to investigate the relationship of work-family conflict with occupational success and job well-being, with moderating role of family hardiness and collective efficacy. Statistical population included nurses in Amir Almomenin hospital of Ahvaz. Among them 200 nurses were selected by census sampling method. Carlson et al. Work-Family Conflict, Grebner et al. Perceived Occupational Success, Parker & Hyett Job Well-Being, McCubbin et al. Family Hardiness and Caprara et al. Family Collective Efficacy Questionnaires were used for data collecting. Data were analyzed by multiple regression analysis using SPSS-22. Regression analysis showed that both work-family and family-work conflict are able to predict occupational success and job well-being. In addition, family hardiness and collective efficacy moderated the relationship between these variables.

Keywords: work-family conflict, occupational success, job well-being, family hardiness, family collective efficacy

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